



THE SPOTLIGHT

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
ADMINISTRATION FOR CHILDREN AND FAMILIES
REGION VI, DALLAS, TEXAS

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QUARTER IV, 2002



HAPPY HOLIDAYS & ALL GOOD WISHES FOR THE NEW YEAR!



DOMESTIC VIOLENCE CAN HAVE HIDDEN EFFECTS: FOR KIDS, IT CAN BE AS TRAUMATIC TO WITNESS A FATHER'S ABUSE AS TO BE ABUSED ONESELF

*From The Montreal Gazette by
Susan Schwartz - Oct. 21, 2002*

Children don't have to have scars to be victims of conjugal violence. Simply being exposed as a witness—watching it, hearing it or seeing the after-math—can have devastating, long-term consequences for children, according to a growing body of literature and research.

For instance, males who witness their father being violent are more likely than other men to be violent in intimate relationships. And females with a violent father are more likely to gravitate to abusive men: they may get skewed messages of what is OK and believe that domination means caring.

In one study, more than half of young offenders charged with crimes against people were found to have been exposed to domestic violence as children.

There is research to suggest that being exposed to violence puts children at more risk than actually being subjected to violence—the theory being that it is somehow more insidious, observed Peter Jaffe, a world expert in the field and the keynote presenter at a community panel discussion to be held Wednesday.

There are programs to help these children, the experts
(cont'd on page 2)

TEENS WHO WITNESS OR EXPERIENCE VIOLENCE AT HOME TAKE RISKS WITH SEX

*From The Brown University
News Service October 16, 2002*

PROVIDENCE, R.I.—Witnessing violence between parents has the same detrimental effect on teen-age girls as being a victim of abuse themselves, according to a new study by Brown University sociologists: The teenagers are more likely to engage in risky sexual behavior.

A study of 710 girls ages 14 to 17 who were living in two-parent families found that teen-agers who witnessed domestic violence or were the subject of violence from a parent were at least three times more likely to engage in risky sexual activity than a teen-ager who did not experience violence in the home.

"The vicarious experience of violence within the family has nearly as profound an effect on the adolescents as if they were the victims," said Gregory Elliott, associate professor of sociology and the study leader. "Parents who say, 'We don't hit our kids but we smack each other around' still harm their kids."

However, those with the highest rates of risky sexual behavior in the study were still the teen-agers who were physically abused themselves. Teen-agers who were abused but
(cont'd on page 4)

HHS LAUNCHES NATIONAL CENTER ON SUBSTANCE ABUSE AND CHILD WELFARE

*From The Children's Bureau
Express-October 2002*

The National Center on Substance Abuse and Child Welfare (NCSACW) will focus on substance use disorders among families who have abused or neglected their children. The program is an initiative of the U.S. Department of Health and Human Services and jointly funded by the Substance Abuse and Mental Health Services Administration, Center for Substance Abuse Treatment and the Administration on Children, Youth and Families, Children's Bureau, Office on Child Abuse and Neglect.

NCSACW will develop and implement a comprehensive program of information gathering and dissemination, knowledge development and application, and provide technical assistance to promote practice, organizational, and systems change at the local, State, and national levels. The focus of NCSACW's work includes the following six overall goals:

- * Communicate among all stakeholders of the Center.

- * Gather specialized knowledge and improve collaboration among the substance abuse and child welfare fields and family judicial systems.

- * Use the full range of resources of the Center to create a widely recognized body of expertise and materials on substance abuse, child welfare, and related Tribal and Family judicial systems.
(cont'd on page 2)

NATIONAL RESOURCE CENTER HELPS FAMILIES COPE WITH VIOLENCE IN THEIR COMMUNITIES

*Children's Bureau Express
July 2002*

Many young children and families are faced with ongoing violence in their communities—in schools, on playgrounds and in their homes. With assistance from the National Child Welfare Resource Center for Family Centered Practice, the Safe

Havens Training Project—a unique video-based training program—provides caregivers and families support to help children feel safe. The Resource Center's partners in this endeavor are Family Communications, Inc., the New York Head Start Collaboration Project, and the New York University Region II Head Start Quality Improvement Center.

The three videos are mini-documentaries about children and violence and also contain workshops. The workshops are for trainers training adults who interact with children who have
(cont'd on page 2)

CHILDREN'S EXPOSURE TO VIOLENCE ASSOCIATED WITH ACADEMIC, HEALTH PROBLEMS

*Children's Bureau Express-July
2002*

Two recent studies published in the *Archives of Pediatrics & Adolescent Medicine* find that exposure to violence can have detrimental effects on children's academic abilities and health.

The studies looked at different urban child populations and types of violence—community violence and family violence involving the abuse of their mothers. The first study, published in the March 2002 issue, found that when both exposure to community violence and trauma-related distress were considered simultaneously, exposure to violence had an independent effect on both the IQ and reading ability of children. This suggests that reported violence exposure might be associated with negative

academic outcomes, whether or not children are subjectively distressed from the exposure. Subjectively distressed child victims who experience community violence may be at additional risk for deficits in reading ability.

In the second study, published in the June 2002 issue, children in an urban public school whose mothers experienced family violence were more likely than a group of their public school peers to exhibit these behaviors: be suspended from school, be absent from school, and visit a school nurse for social or emotional complaints.

The reports are available on the Archives of Pediatrics & Adolescent Medicine web site at <http://archpedi.ama-assn.org/>.

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DV HIDDEN EFFECTS FOR KIDS

(cont'd from page 1)

say, but first, awareness that they are silent victims needs to be raised in the community at large and among the people who encounter them, including police, teachers, lawyers and social-service professionals.

Raising awareness is one goal of the panel, organized by Auberge Shalom—Pour Femmes, a Montreal shelter for women victims of conjugal violence and their children, and of a daylong conference the following day aimed at professionals.

In neither federal nor provincial law in this country is there recognition of how

violence affects children, said Jaffe, adviser on violence prevention to the Centre for Children and Families, based in London, Ont., and the Justice System, which trains judges in Canada and the U.S. to enhance their skills in domestic-violence cases.

Wednesday's panel will include Rev. Emmett Johns, founder and head of Le Bon Dieu Dans la Rue, and Norma Baumele Joseph, a professor of religious studies at Concordia University.

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HAZARDS OF CHILD MALTREATMENT ON DEVELOPING BRAINS

From The Children's Bureau Express-Jan. 2002

Two new resources published by the National Clearinghouse on Child Abuse and Neglect Information explain how child maltreatment negatively impacts early brain development during infancy and early childhood.

In *Focus: Understanding the Effects of Maltreatment on Early Brain Development*, explores recent developments in the scientific understanding of early brain development. In discussing the biology of brain growth, the report notes that the brain's "plasticity," or the influence of environment, plays a larger role than previously thought in the development of a child's brain.

In examining the effects of maltreatment on brain development, the document illustrates how children learn to cope. "When babies' cries bring food or comfort, they are strengthening the neural pathways that help them

learn how to get their needs met, both physically and emotionally," states the document. "But babies who do not get responses to their cries, and babies whose cries are met with abuse, learn different lessons." This chronic stress caused by abuse or neglect will derail the brain's resources for learning and focus them instead on survival. The report highlights a number of biological reactions to stress, such as:

- *Hyper-arousal or automatic fear response

- *Dissociation or withdrawal

- *Disrupted attachment or impaired emotional relationships.

Additionally, the document addresses other influences on brain formation, including malnutrition and prenatal exposure to alcohol and other drugs. It also details the various mental health problems that can result from abuse and neglect during a child's first few years.

(cont'd on page 4)

NHS Center

(cont'd from page 1)

- *Develop web-based and other technological means of collecting and disseminating specialized knowledge on substance abuse, child welfare, and related Tribal and family justice systems.

- *Use the expertise of the Center to assist consumers, families, communities, Tribal leaders, other professionals, and policymakers to improve practice, procedures, and policies on substance abuse, child welfare, and family court systems.

- *Improve the effectiveness of the Center by measuring its outcomes and gathering feedback from all stakeholders.

The contract award was made to the Center for Children and Family Futures, Inc., an Irvine, California-based policy institute, in September 2002, and is envisioned as a 5-year project through September 2007. Dr. Nancy Young, a well-known national expert on the public policy issues affecting children of substance abusers, will serve as the Center's project director.

For further information, contact: Dr. Nancy Young
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NATIONAL RESOURCE CENTER

(cont'd from page 1)

witnessed violence in their community; the workshops provide insight about children's responses to violence and strategies to support children and staff. The project videos include the following topics:

- **The Violence the Children Can See*—identifies the impact that witnessing violence has on children and offers strategies to communities in working together in support of children coping with violence.

- **The Power of Our Relationship*—provides examples of language, limit-setting, and relationship-building between the adult (parent or teacher) and child that enable children to gain trust and self-confidence.

- **The Need To Be Heard*—explores ways to create a more supportive work environment for staff affected by violence.

For more information about the

Safe Havens Training Project, visit the web site at <http://www.fci.org/earlycare/violencemain.asp>

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HELP ON WHEELS

Wynona Ward Hits the Road with Legal Aid for Rural, Battered Women

By Susan Schindehette, Tom Duffy in Vershire
From PEOPLE, December 9, 2002

Wynona Ward still carries vivid memories from her childhood in rural Vermont of the violence and sexual abuse suffered at the hands of her late father, an alcoholic laborer who routinely molested her from the time she was 3 years old. Even worse, she says, was seeing the beatings that her mother endured and the indifference of the world around her. "When the neighbors heard screaming, they turned their head," recalls Ward, 51. "It was devastating, but as a child I accepted it as the way it was."

Today she no longer does. As the founder of a free legal service called Have Justice-Will Travel, Ward doesn't just represent battered women in court.

(cont'd on page 4)

INTIMATE PARTNER VIOLENCE AMONG TEEN MOTHERS

From the Children's Bureau Express-October 2002

Teen mothers are at a high risk for intimate partner violence (IPV) during the postpartum period, according to a study at a University of Texas Medical Center. Published in the April 2002 issue of *Archives of Pediatrics & Adolescent Medicine*, Samantha Harrykisson, M.P.H., Vaughn Rickert, Psy.D., and Constance Wiemann, Ph.D. examined the prevalence, frequency, severity,

and patterns of IPV during the first 24 months of postpartum within a multiethnic cohort of adolescents.

Findings from the study reveal:

- *Prevalence of IPV was the highest at 3 months postpartum (21 percent) and the lowest at 24 months (13 percent).

- *The number of mothers who were assaulted or experienced severe IPV increased

from 40 percent to 62 percent across this period.

- *Seventy-five percent of mothers reporting IPV during pregnancy also reported IPV within 24 months following delivery.

- *Seventy-eight percent of mothers who experienced IPV during the first 3 postpartum months had not reported IPV before delivery.

(cont'd on page 4)

THE SPOTLIGHT

Volume 3, Issue 4

Quarter IV, 2002

ABUSE PREVENTION: State, schools fight violence by couples; Info will point teens to warning signs, answers

By: Maryanne George -Detroit Free Press Ann Arbor Bureau-September 13, 2002

In his 34 years as a teacher at Pontiac Northern High School, James Nelson said he has seen violence among teenage couples grow at an alarming rate.

"The young ladies come to school with bruises on their faces and if I ask them what's wrong, they say, 'It's nothing. It was just an argument,'" Nelson said.

Now, Nelson and other teachers will have help choosing the words to teach teenagers about dating violence—often a precursor to a lifetime of abuse.

This month, the state Domestic Violence Prevention and Treatment Board will distribute a 40-page curriculum packet on dating violence to all of the state's high schools. The material also will be available on the state Web site.

In one lesson, students learn the definition of dating violence and take a quiz identifying the signs of abusive behavior. They also discuss traits they would like to see in a dating partner. In another lesson, teens learn how to help a victim and how to talk to someone who is abusive.

Nelson, a business law teacher who also coaches the girls and boys cross-country teams, welcomes the help. He plans to use the materials in his business law class.

"The biggest fear among young ladies today is losing a guy to another girl. If they get a boyfriend, they will do anything to stay with him," Nelson said. "They think the violence is just part of the relationship."

What seems like romance and passion may be abuse, experts say.

Young women ages 16-24 are nearly three times more vulnerable to dating violence than any other age group, according to U.S. Justice Department statistics. One in five adolescent girls

ment statistics. One in five adolescent girls experiences physical or sexual assault in a dating relationship, according to a Harvard School of Public Health Survey last year.

The curriculum is intended for teens, who are often beginning intimate relationships, and is designed to educate them about recent changes in state laws, said Debi Cain, executive director of the state domestic violence board. "At 15 or 16 years old, a girl may see the jealousy as proof that he's madly in love with her—not that he's trying to isolate her from her friends," Cain said.

Caitlin Wilkerson, 18, said her ex-boyfriend's defiance to authority seemed exciting at first.

"I had never been with anyone like that," said Wilkerson, who graduated in June from Community High School in Ann Arbor. But she had also seen his potential for violence. He carried a knife and had once threatened to assault another student, Wilkerson said.

Toward the end of their seven-month relationship, they had a disagreement at school. She said he told her, "You don't know how" (cont'd on page 4)

DOMESTIC ABUSE SHOWS UP AT WORK; COMPANIES STRUGGLE WITH HOW TO COPE WITH TABOO ISSUE

By Stephanie Armour-USA Today-October 16, 2002

On a moonlit August night, Marsha Midgette arrived at her Wal-Mart job in Pottstown, Pa.

A would-be killer was waiting for her.

Around 9:30 p.m., a gunman chased her into an employee training room and shot her in the head.

But this wasn't a case of random workplace violence. The shooter was her husband, Bryan,

who had bought the bullets just a half-hour earlier from the same store where his estranged wife worked, according to a lawsuit she filed.

Marsha survived with brain damage. She is suing Wal-Mart because she says not enough was done to protect her. Wal-Mart did not return calls seeking comment.

Her husband killed himself at the scene.

The case highlights a growing issue for employers: As more women join the labor force, domestic violence is moving from the home into the workplace. And it's taking a toll. Roughly 20,000 employees are threatened or attacked in the workplace every year by (cont'd on page 5)

Mathematica to Evaluate Domestic Violence Program

Princeton, N.J.-October 14, 2002
Press Release

Mathematica Policy Research, Inc., has been awarded a four-year, \$1 million contract from the Centers for Disease Control and Prevention to evaluate the Domestic Violence Prevention Enhancement and Leadership Through Alliances (DELTA) program. DELTA is meant to stimulate community-based programs and activities to prevent domestic violence. The program funds state domestic violence coalitions to act as intermediaries for community groups in nine states around the nation; these groups provide prevention-focused activities at the local level. The DELTA project is directed by Anne Ciemnecni, associate director of Mathematica's Surveys and Information Services division.

The contract is the first major study to be awarded to Mathematica under a new master contract for policy assessments and evaluation designs that puts the company

on a preferred list of bidders for CDC projects. Other studies awarded to the firm under this master contract include:

- *Managing an expert consultant group to advise CDC on its Well-Integrated Screening and Evaluation for Women Across the Nation (WISEWOMAN) program, a cardiovascular screening and intervention program for medically underserved women that is moving from a demonstration project to a national program by 2005. This project is directed by Ronette Briefel, senior fellow.

- *An evaluation of surveillance for chronic hepatitis B and C virus infection directed by Douglas Fleming, senior clinician researcher.

- *Planning and conducting a series of evaluation training forums for CDC, directed by Henry Ireys, senior health researcher.

- *Synthesizing data for the National Public Health Performance Standards Program, directed by Glen Mays, health researcher. (cont'd on page 4)

THE CO-OCCURRENCE OF INTIMATE PARTNER VIOLENCE AGAINST MOTHERS AND ABUSE OF CHILDREN

From the Centers for Disease Control (CDC)
Web Site Fact Sheets

Violence against mothers by their intimate partners is a serious risk factor for child abuse.⁽¹⁾ Conversely, mothers of abused children are at higher risk of being abused than mothers of non-abused children.⁽²⁾ Co-occurrence of violence against mothers and their children by intimate partners of women is critical for community advocates, child protection workers, educators and maternal and child health care providers and others to address the safety of mothers and their children.^{(3),(4)}

The concurrence "rate" of child abuse and intimate partner violence against mothers is defined as the proportion of families in the population on sample in which a woman and her child are both victims of violence by an intimate. In the mother's case, the intimate is her partner: the child may be abused by the mother's intimate partner or the battered mother. Concurrence rates vary widely in the literature; however, the quality of these studies, their data sources and their definitions of abuse also vary considerably.⁽³⁾ (cont'd on page 5)

THE SPOTLIGHT

Volume 3, Issue 4

Quarter IV, 2002

MATHEMATICA

(cont'd from page 3)

Mathematica, one of the nation's leading independent research firms, conducts policy research and surveys for federal and state governments, as well as private clients. The employee-owned firm, with offices in Princeton, N.J., Washington, D.C., and Cambridge, Mass., has conducted some of the most important studies of health care, education, welfare, employment, nutrition, and early childhood policies and programs in the United States. Mathematica strives to improve public well-being by bringing the highest standards of quality, objectivity, and excellence to bear on the provision of information collection and analysis to its clients.

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ABUSE PREVENTION

(cont'd from page 3)

much I want to hurt you right now."

Rhea Barber said she stayed in an abusive relationship in her sophomore year at Pontiac Central because she was insecure. She also felt sorry for her then-boyfriend, who had just lost his mother.

But early in the relationship, her boyfriend's roughhousing turned to punching and pinching, she said. He also demanded that she stop seeing her friends and give up extracurricular activities.

"It was my first serious relationship, and he wanted to be my whole life," said Barber, 18, a freshman at Kettering University in Flint. "I'd get out of school at 2:30 p.m., and there would be six messages from him."

Barber ended the relationship after five months when he hit her under the table in a restaurant in front of her parents.

Until April, victims of dating violence were not protected by

the same laws as victims of domestic violence. But new state laws expanded protections for victims and increased penalties for their assailants.

The new laws allow for an arrest without a warrant if there is probable cause to believe an assault has occurred. Repeat offenders are subject to increased penalties, and out-of-state convictions can now be used to determine penalties. Victims are also offered counseling.

The law changes have sparked other educational efforts on dating violence. Among them: The Girl Scouts of the Huron Valley Council, which serves five counties in southeast Michigan, started a patch program on the subject earlier this year.

To earn the patch, scouts must complete activities such as learning about domestic violence laws, analyzing a pop song, television program or music video for violent messages and completing a service project that helps domestic violence victims, according to spokeswoman Lisa Raycraft. The program is sponsored by the Junior League of Ann Arbor. So far, 125 scouts have earned the patch.

Educators and domestic violence experts say teens and young adults face many barriers to forming healthy relationships and escaping bad ones. Two of the biggest are peer pressure and popular

(cont'd on page 5)

TEENS AND SEX

(cont'd from page 1)

did not witness violence between their parents were six times more likely to engage in risky sex than teen-agers from families not plagued by violence, said Elliott.

Researchers analyzed data from the 1995 National Survey of Family Growth, which focuses exclusively on females and does not provide data on these variables for young men. Their findings will be published in the October 2002 issue of the *Journal of Violence and Victims*.

Risky sexual behavior is defined as either having multiple partners within the last 12 months or having sex with partners who are themselves engaging in risky behavior, such as having sex with multiple partners or injecting drugs.

Adolescence has always been a recognized time of upheaval in the process of personal development. Violence can send a message that there are no sanctions against any kind of behaviors and no boundaries to protect oneself from others, said Elliott.

Teen-agers may also internalize violence and believe it to be their fault. A familiar example is when

(cont'd on page 7)

TEEN MOMS

(cont'd from page 2)

The study has important implications for adults who work with teen mothers and their boyfriends or husbands. As teen parenthood is assumed to be difficult, youth workers would not necessarily associate violence as the cause of the stress or other warning signs they may notice among new teen parents. The study also demonstrates the importance of asking teen parents what is happening in their lives, asking about and watching for signs of physical abuse, and being available to discuss issues other than those specific to parenthood.

Learn more about the study from the *Archives of Pediatrics and Adolescent Medicine* at <http://archpedi.ama-assn.org/issues/v156n4/abs/poa10208.html>. Free copies also available from: Dept. of Pediatrics, Baylor College of Medicine; 6621 Fannin St., CC610.01; Houston, Tx. 77030-2399.

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HELP ON WHEELS

(cont'd from page 2)

She also helps clients who might otherwise have no way of getting to lawyers or social-service agencies by traveling hundreds of miles a week in the backwaters of her home state in a 1996 Ford Explorer equipped with cell phone, laptop and portable printer. Dispensing advice on everything from restraining orders to auto loans, she sees to it that her clients, most of whom no longer live with their abusers, are making ends meet. "Sitting in her kitchen and talking with a woman, I can see what she needs," says Ward. "Does she have food? Heat? Do her kids need mittens?"

For battered women, such empathy is crucial. "Wynona told me I'd be okay, and I believed her," says Connie Button, 35, who ended an abusive relationship with Ward's help in 1999. "She has this way about her, a mothering quality."

mothering quality." The third of five children who grew up on a dirt road in east-central Vermont, Ward experienced her father's abuse as "a betrayal, something that makes you feel powerless," she says. "For years I blamed myself, that it was my fault and I should have stopped it." At 18 she escaped by marrying Howard Ward, now 51, a long-distance trucker she had dated since eighth grade. She worked as a secretary and took classes at Boston University, but in 1979, when Harold needed help on the road, she volunteered. For the next 15 years, the two worked as a team, hauling freight through the U.S. and Canada in their Diamond Reo 18-wheeler.

Then, in 1985, Ward's sister called to say that their father had molested a young family member. "The girl was the same age I was when he started," says Ward, whose

(cont'd on page 5)

DEVELOPING BRAINS

(cont'd from page 2)

The document concludes with implications of these new findings for practice and policy, and recommendations for further research. For example, professionals and caregivers who work with abused and neglected children need to be educated on the effects of maltreatment on early brain development and effective interventions.

Furthermore, comprehensive assessments of all children in the child welfare system would lead to better-tailored treatment.

An accompanying resource listing features State programs and organizations that provide training and other information related to early brain development.

Access a copy of *In Focus: Understanding the effects of Maltreatment on*

Early Brain Development in HTML or PDF formats at: <http://www.calib.com/nccanch/pubs/focus/earlybrain.cfm>.

For a copy of *Resources Related to Early Brain Development*, visit: <http://www.calib.com/nccanch/pubs/reslist/braindevelop.cfm>.

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IPV AND CHILD ABUSE

(cont'd from page 3)

siderably. Approximately 20 studies exist with original data on concurrence rates.

The four most rigorous studies describe concurrence rates of approximately 50%. These four studies utilized samples representative of the U.S. population, multivariate analyses or control samples.^{2,5),(6),(7)} Selected results are presented below.

McKibben and colleagues,² the only study to use a control population, found that 40-60% of mothers of 32 abused children were also victimized compared to 13% of mothers of 32 matched children with no record of abuse in an urban public hospital. A fifth study supports the results of the smaller, controlled study. Stark and Flitcraft (n=116; concurrence rate=32-45%) used a retrospective hospital record review and a similar data classification method⁸

Ross' analysis⁷ of 3, 363 American parents interviewed for the 1985 National Family Violence Survey⁶ indicates that *each additional act of violence toward a spouse increases the probability of the violent spouse also being abusive to the child, particularly for fathers. Women who were*

violent to their spouse had a 38% probability of also physically abusing a male child, the gender most often physically abused. However, the most chronically violent husbands had a nearly 100% probability of also physically abusing their male children.

The Ross⁷ results suggested that measurement of concurrence rates will vary significantly by gender of the abusive partner as well as the child, and by intensity of the abuse. Future studies should include these risk factors in the analyses.

PROMISING STRATEGIES

Traditionally services for battered women and their abused children have not been coordinated and are often in conflict regarding the goals of their interventions.

The AWAKE Project at Boston Children's Hospital began in 1986 to address the safety of child abuse victims and their mothers victimized by intimate partners. It is cited in "Best Practices: Innovative Domestic Violence Programs in Health Care Settings," a resource from the Family Violence Prevention Fund.⁹ AWAKE's chief innovation is the "pairing

of battered women and their abused children with an advocate experienced with family violence" to devise and update safety plans to keep mothers and children together. Case management input is sought from the hospital's Child Protection Team, the District Attorney, the Department of Social Services, and outside agencies. Long term support is also offered to these families.⁹

There are a number of programs in other settings that may provide "dual advocacy" and counseling services to women and children, such as some state child protection agencies¹⁰, battered women's shelters with children's programs, some child/family advocacy centers (primarily for child sexual abuse evaluation), some court settings, and certain child visitation centers (which provide supervised visitation for batterers and other services.)

FOR MORE INFORMATION
The Resource Center on Child Custody and
(cont'd on page 7)

ABUSE PREVENTION

(cont'd from page 4)

music, which can give them warped ideas about love.

"Kids often face the abuse alone," said John Boshoven, a counselor at Community High School. "Young people are often reluctant to come to adults."

Wilkerson interviewed about 20 fellow students last semester for an article about

dating violence for the school's newspaper. All of them said they had experienced dating violence or knew someone who had.

"I was shocked, but I was glad that I was not alone," she said. "I wish girls were smarter and valued themselves more. Now I am more careful."

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HELP ON WHEELS

(cont'd from page 4)

fight to see her father prosecuted was thwarted because the girl was not deemed a credible witness. Five years later she learned that the same girl had again been molested—this time by Ward's brother Richard, then 41. In conversations with her sisters Ward discovered that two of them had also been abused by her father, who died in 2000, and that Richard had been molested by a relative. By that time, Ward recalls, she had learned that intergenerational abuse is often kept secret within families. "When the incident happened with my brother, I said, 'This has to stop.'"

In 1992, thanks in part to her efforts, her brother was sentenced to prison, where he died in 1997. But Ward didn't stop at that. She enrolled in a special program at Vermont College, and in two years earned her bachelor's degree, all the while driving cross-country with Harold. She went on to Vermont Law School, where, working in a free legal clinic, she saw that many abused women failed to follow through after getting restraining orders against their husbands. Such women, she realized, need not only legal counsel but a way out of their isolation. So

in 1998, months after graduating, she launched Have Justice WillTravel. Its goals: "First, break the generational cycle of violence. Second, help women become independent so their children see that Mommy isn't going to be beat up anymore."

Along with her road work, Ward operates a support group whose eight members meet weekly in the six-room house that Ward shares with Harold and their five cats in Vershire, Vt. "These women aren't statistics to Wynona," says her husband, "They're extended family." Billi Gosh, founder of the Vermont Women's Fund, calls her "the Green Mountain Joan of Arc. She's truly changing the world."

Although a grant this year from the Department of Justice has allowed Ward to hire two additional attorneys, she still rises at 4 a.m. and puts in 80-hour weeks. "Sometimes I miss traveling to other parts of the country. It was wonderful," she says of her trucking day. "But when all is said and done, what I really want to remember is that I helped people. I helped them get away from abuse."

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WORKPLACE VIOLENCE

(cont'd from page 3)

spouses or partners, according to a review of 1992-96 statistics by the Justice Department.

More than 70% of domestic violence victims are also harassed while at work by spouses or significant others, according to the American Institute on Domestic Violence. Studies show domestic

violence—physical violence by a current or former spouse, boyfriend or girlfriend—costs employers \$3 billion to \$5 billion annually in higher turnover, lower productivity, absenteeism and health and safety expenses.

Despite such consequences, domestic violence is a topic that remains taboo. While roughly 65% of senior executives say they feel those problems could be alleviated if their

Alleviated if their companies tackled domestic abuse, a report to be released this week by the Partnership for Prevention found most firms do nothing at all. A small number of employers are addressing the problem with innovative outreach efforts, educational programs and new policies—a trend that victim advocates hope will spur other companies to get involved.

"It's still such a stigma-
(cont'd on page 6)

WORKPLACE VIOLENCE

(cont'd from page 5)

tized issue," says Maris Bondi, a senior health analyst and primary author of the study by the Washington-based membership association. "No one wants to talk about it, admit it. That's too bad, because employers who get involved can make a difference."

For victims, the inattention compounds problems. Some insurance companies have sought to deny medical coverage related to domestic abuse by classifying it as a pre-existing condition. Victims who need to leave work for court appearances have been denied the time off. Others have been fired after spouses, boyfriends or girlfriends showed up at work or made harassing calls.

That's what happened to Kathy Evsich. Because she needed to stash money so she could flee her abuser, Evsich took a job as a waitress in a family-owned restaurant. She says she couldn't get a restraining order because she was living with her husband and couldn't afford to leave.

In 1999, her husband began parking outside and watching her through the windows, according to testimony Evsich gave in July at a hearing before a U.S. Senate committee. He would come into the restaurant and demand that she leave. He also called and threatened the owner.

Evsich says she paid the price for his behavior: She was fired.

"(My employer) looked at me and said, 'Goodbye,'" says Evsich, 35, a mother of two in Swannanoa, N.C. "I needed that job."

Evsich got another job at a credit union. But her spouse came back: On her first day, he began driving back and forth of her workplace and blaring his car horn. He called every five minutes and parked outside the window. On her third day on the job, Evsich testified, she was fired again.

She says her employer told her they couldn't tolerate what her husband was doing.

On Nov. 10, 1999, Evsich was attacked by him and, according to her testimony, seriously wounded. She is now disabled. She and her husband are divorced.

"Employers don't want to deal with it. It's not their problem," Evsich says. "It's so important they do something. Domestic violence is a hidden crime. It's scary. It affects all status levels—doctors, lawyers and poor people, too."

Zero tolerance for abusers

Those companies that are getting involved take a variety of steps. Some are drafting zero-tolerance policies that include domestic violence. The policies offer protection and security to victims and warn abusers who work at the firm that they can be fired for using company e-mail or phones to threaten or harass.

Other companies are encouraging workers to volunteer at domestic shelters, giving panic buttons to receptionists and training managers to spot victims among their employees. When the ex-boyfriend of a summer intern at Liz Claiborne began stalking her, the apparel company's security personnel escorted her to the train and waited for her to call to tell them she was home safe.

Consumer electronics company Harman International Industries began its domestic violence prevention program after the death of Teresa Duran. The 56-year-old had been with the Northridge, Calif., division of the company for 24 years. Her husband was convicted of murdering her in May 2001 as she left work. He followed her home and stabbed her more than 20 times before running over her with his minivan.

"That sparked our program,

gram," says Lynn Harman, corporate counsel. "We had to do something."

The company wrote up a domestic violence policy that will be in all the company handbooks. Most of the roughly 3,500 U.S. employees went through training on domestic violence issues. And if an employee comes forward to say he or she is being threatened by violence, the company will work with that employee to be sure his or her performance review isn't adversely affected because of related lateness or productivity issues.

While still in its infancy, the program had had an impact.

"People were finally coming forward because they know the company wouldn't fire them," Harman says. The company makes audio products that carry the names Harman/Kardon, JBL, Infinity and others. "They had some pretty horrific stories. It was staggering."

Raising awareness

But it's not always easy. Companies that try to address the issue have found employees reluctant to attend talks on domestic violence. Instead, companies such as Verizon Wireless have held learning programs on general subjects, such as violence and teen dating, where domestic violence is a component of the discussion but not the main topic.

Instead of making pamphlets on domestic violence available only in the human resources department, the company has left literature in bathrooms where women might feel more comfortable picking it up.

"It's hard to get a lot of people to come to a session on domestic violence," says spokeswoman Andrea Linskey. "But if we create an environment where

people feel comfortable talking about it, it may encourage a victim to come forward."

It's an approach some other companies are taking. For example: *At Dallas-based skin-care and cosmetics company Mary Kay, employees are encouraged to volunteer in domestic violence programs. The goal: to raise awareness and encourage victims who work for the company to come forward. Employees have donated books to domestic violence shelters and assembled care packages for families fleeing abusers. *Illinois State University in Normal has sent inserts in credit union mail with information on relationships and domestic violence used liaisons in each department to help address the issue.

The organization has been touched by domestic violence: An employee on campus was shot and killed by her husband.

"The only reason it's hard to sell is (that) it's awkward and uncomfortable. It's a difficult issue to bring up," says Marabeth Clapp, assistant vice president of business services and human resources.

*After an employee was killed about six years ago by her ex-husband, McKee Foods in Gentry, Ark., began its domestic violence prevention efforts—dubbed Project Ruth in her memory. Supervisors are instructed annually about how to detect signs a staffer is being abused. The maker of Little Debbie snack foods has juggled work schedules, allowed women who were threatened to park in special spots near the building and helped employees get to shelters.

Carmen Burasco, who serves as employee health services and wellness administrator, speaks with women believed to be at risk.

"A lot of times, they'll talk to me but not a supervisor," Burasco says. "Recently, someone came and said, 'I'm in a situation,' and we called the police to talk with her."

Such programs pay off. American Express, which has a domestic violence prevention program, had an employee who was being harassed. They gave her a cellphone, which she used to call 911 while being followed on the highway. The dispatcher directed her to a police station, and the man was arrested.

Legal experts say employers who do nothing after an employee complains about potential threats could be found liable for failing to keep workers safe. Indiana has passed a law that allows companies to get restraining orders against anyone who is threatening an employee.

Victims have some protection. Women with psychological or physical injuries might legally be able to take time off under the Family and Medical Leave Act or short-term disability.

A legal experts say firing a woman because of a husband's or boyfriend's threatening behavior might amount to sex discrimination, giving victims grounds to sue.

"It's an area that hasn't been explored much in the law," says Jennifer Brown, vice president and legal director of the NOW Legal Defense Fund in New York.

(cont'd on page 7)

WORKPLACE VIOLENCE

(cont'd from page 6)

Proposed federal legislation would allow victims to take temporary unpaid leave, get unemployment if they lost their jobs because of violence and prohibit companies from discriminating against victims.

But without that protection, some victims say employers are falling short.

Melissa Rimel, 31, says her abuser made it hard for her to focus on work. She felt embarrassed, she says, in front of co-workers. Her ex-husband abused and threatened her for more than eight years, according to her petition for a restraining order granted in 1999.

She says the effects of the abuse caused her to be fired from a job at a grocery.

"You just want to cover down," says Rimel, mother of three children in Pueblo, Colorado. "I was embarrassed more than anything. If employees are missing work, I can understand it's a problem, but companies should find some way to help."

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IPV AND CHILD ABUSE

(cont'd from page 5)

Child Protection, funded in 1993 by the U.S. Department of Health and Human Services, Administration for Children and Families, provides information, materials, consultation, and technical assistance related to child protection and custody within the context of domestic violence. Information packets are available

from:
NCJFCJ
Phone: 800-527-3223
Fax: 702-784-6160
P.O. Box 8970
Reno, NV 89507
The Child Custody and Protection Website offers additional information.

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TEENS AND SEX

(cont'd from page 4)

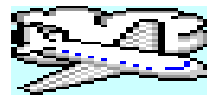
children think that they "caused" a divorce between parents, he said..

"Moreover, if you're the only one who is getting hit, that really sends the message that you are the problem," said Elliott. Adolescents who believe they are blameworthy may consider themselves deficient as human beings, so the loss associated with risk appears less important.

While family violence is not new, its effect on childhood and personal development has only recently become the subject of social science analysis, according to Elliott. More research needs to be done measuring not only the current experience of victims but past family violence.

Elliott completed the study with Robert Avery, adjunct associate professor in the Center for Population Studies and Training at Brown University, and Elizabeth Fishman and Brandon Hoshiko, former Brown undergraduates.

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CONFERENCES

January 8, 2003 -Rural Things Considered-Audio conference-Advocacy and Community Organizing will address the issues of working with women who have mental health and substance abuse problems. TIME: 2:00 p.m.-3:15 p.m. CST. Contact Praxis International at 218-525-0487 for further information.

January 15, 2003 - Rural Things Considered Audio Conference: Tribal Grantees will examine how tribal and state coalitions can work together. TIME: 2:00-3:15 p.m. CST. Contact Praxis International for further information at 218-525-0487.

January 21-24, 2002
Region VI Administration for Children and Families Annual Mid-Winter Leadership Conference-Hyatt Regency Hotel, Dallas, Tx.

Web Site: <http://www.midwinter.org>.

January 27-29, 2003-The Annual Meeting of State and Tribal Child Welfare Officials "Partners in Progress: Lessons Learned from the National Child Welfare Resource Center for Family-Centered Practice; Washington, D.C. <http://www.cwresource.org/meeting.htm>.

February 5, 2003-Rural Things considered Audio Conference-Battered Women and Their Children will examine the role of visiting centers with its relation to domestic violence. Contact Praxis International at 218-525-0487 for further information.

February 3-7, 2003-San Diego, CA -17th Annual San Diego Conf. on Child and Family Maltreatment (Chadwick Center for Children and Families) <http://www.charityadvantage.com/chadwickcenter/2003CONFERENCE.asp>

February 15-18-Anaheim, CA -National Youth Summit on Preventing Violence (National Crime Prevention Council) <http://www.ncpc.org/>

WEB SITES



Family Violence Prevention Fund- <http://www.fvpf.org>. Info. on the FVPF's Children's Program is available on the web at <http://endabuse.org/programs/children>.
National Center for Victims of Crime: <http://www.ncvc.org/>
American Bar Assoc. <http://www.abanet.org/domviol/home.html>
Centers for Disease Control and Prevention: <http://www.cdc.gov>
National Coalition Against Domestic Violence-<http://www.ncadv.org>
Violence Against Women Office- <http://www.ojp.usdoj.gov/vawo>
NOW Legal Defense and Education Fund-<http://www.nowldef.org>
State and Local Governments: click on Children and Families for DV info. <http://www.statelocal.gov>
Minnesota Center Against Violence & Abuse: <http://www.mincava.unm.edu>
Toolkit to End Violence Against Women <http://www.toolkit.ncjrs.org>

THE SPOTLIGHT is a quarterly publication of the U.S. Department of Health and Human Services, Administration for Children and Families (ACF), Region VI, Dallas, Tx. THE SPOTLIGHT communicates information on domestic violence, substance abuse and teen pregnancy prevention programs, services, conferences and other activities to our Region VI State, Tribal, local and federal partners and to all ACF offices nationally. Region VI is comprised of the states of Oklahoma, Arkansas, Louisiana, New Mexico and Texas.

Please send information on conferences, special program initiatives, local collaboration, and major staff training initiatives in the subject areas as well as articles of interest on domestic violence, substance abuse or teen pregnancy prevention from your organization, state or community to:
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